

554 specifically. Learning and education are valued very highly by the Finns and still give prestige

●[461] to the individual. On the other hand, there is a short-sighted attitude noticeable among the workers, who consider only manual labor to be "real work" and white-collar people, accordingly, as people of leisure, living on the toil of [271] others. The fact that in Finland higher education actually is accessible to anyone who can [465] meet the qualifications and that skilled factory workers earn a salary far above that of the clerks and petty officials, has been very slow to be realized. Communist propaganda has tried hard to keep alive this resentment, for, it must be remembered, in Finland only a very few intellectuals have ever held communist views.

Wealth, of course, gives a certain kind of

461 As a whole, work is held in great esteem in Finland. A farmer is judged according to the state of his fields and his barns rather than on the basis of an impressive looking house or fancy agricultural machinery. The Finns have a reputation for being good workers, although after the recent war the situation has left  
[857] plenty of room for improvement. On the farms the children become accustomed to hard work from an early age, as hired help is hard to get  
462 and too expensive for small land-owners. The heaviest burden, however, falls on the housewife. The position of women in Finland is traditionally free, although the wife's share of work often is quite unproportional, and the husband and wife together make their decision on important matters. The fields and the horses are the farmer's responsibility, while the wife

## Wages and Hours of Labor

417

TABLE 6.—Hourly Wage Rates of Transportation Workers (Except Railways and Shipping) and Street-Railway Workers in Estonia, July 1937

| Occupation                 | Hourly wage rates (in senti) |         |       |         |
|----------------------------|------------------------------|---------|-------|---------|
|                            | Tallinn                      |         | Tartu |         |
|                            | Males                        | Females | Males | Females |
| Bus drivers.....           | 43.1                         |         | 34.0  |         |
| Bus conductors.....        |                              | 23.9    |       | 18.7    |
| Streetcars:                |                              |         |       |         |
| Motormen.....              | 33.5                         |         |       |         |
| Conductors.....            | 31.6                         | 30.8    |       |         |
| Operators, 1-man cars..... | 45.2                         |         |       |         |
| Truck drivers.....         | 40.6                         |         |       |         |
| Transport workers.....     | 30.5                         |         |       |         |
| Port workers.....          | 64.0                         | 34.2    |       |         |
| Warehouse workers.....     | 40.9                         | 21.6    |       |         |
| Common laborers.....       | 31.8                         | 26.0    |       |         |

Wages in Finland<sup>a</sup>

The labor legislation of Finland provides for an 8-hour day and a 48-hour week for practically every branch of labor with the exception of shipping, household work, and agriculture.

A worker is entitled to a 4-day vacation with full pay after 6 months and to 7 days with full pay after 12 months. Full wages are also paid for December 6, the Finnish Independence Day.

A maximum of 350 hours of overtime per year may be worked by employees over 18 years of age. Time and a half is paid for the first 2 hours and double time for subsequent hours of overtime. Double time is paid for Sunday and holiday work.

## AGRICULTURE

Of the farm laborers paid by the year, over 80 percent receive board; the remainder, in addition to board, receive payment in kind as well as cash wages. Practically all the female workers belong to the latter group. Payment in kind consists chiefly of wearing apparel, but in some cases also food products, land for cultivating potatoes, and grazing rights. In table 7, payments in kind calculated at current prices, but not board, are included in the wages.

TABLE 7.—Average Annual Wages of Farm Workers in Finland, by Sex, 1936-37 and 1937-38

[Average exchange rate of markkas in 1937 and May 1938—2.3 cents]

| Occupation and sex | With board |         |                     | Without board |         |                     |
|--------------------|------------|---------|---------------------|---------------|---------|---------------------|
|                    | 1936-37    | 1937-38 | Percent of increase | 1936-37       | 1937-38 | Percent of increase |
|                    | Markkas    | Markkas |                     | Markkas       | Markkas |                     |
| Males:             |            |         |                     |               |         |                     |
| Foremen.....       | 4,590      | 7,696   | 19.7                | 11,916        | 12,037  | 9.4                 |
| Hired men.....     | 3,337      | 4,326   | 28.9                | 7,560         | 8,974   | 18.6                |
| Females:           |            |         |                     |               |         |                     |
| Farm maids.....    | 4,080      | 4,890   | 19.8                |               |         |                     |
| Maids.....         | 2,463      | 3,151   | 28.9                |               |         |                     |
| Housekeepers.....  | 3,367      | 4,080   | 13.3                |               |         |                     |

<sup>a</sup> Report of B. Rooth Riggs, American Consul at Helsinki.